

Bonus Piece	Weight
Test Participation	10%
Attendance	20%
Academic Performance	45%
Retention/Graduation	25%

### Part 1 - Test Participation (10% weight)

#### State-Tested

Ms. Smith had 22 state tested students. Each student had two state tests to take. One student was a no show for both tests.

So, 42 tests out of 44 possible were taken. This gives the teacher a 95% state test participation rate.

**95% X 22 state test students X \$100 = \$2,101**

#### Non-State Tested Calculation:

##### PK-2

Ms. Smith had 10 Non-State tested students to benchmark using MAP.

5 of the students were PK-2. All 5 students took the requirement MAP tests, both subjects.

**10 tests X \$50 = \$500**

##### 9th-10th Graders

4 of the students were 9th and 10th grade. 3 of the students took all required Edmentum Tests.

1 9th grader took half of the required tests.

**(4 X \$100) + (50% x \$100) = \$450**

\*Please note - 12<sup>th</sup> grader/senior included in bonus will be entirely based on graduation – if senior does not graduate, then no bonus pay will be received for this student.

#### Total Attendance Payout for Year -

**State-Tested – \$2,101**

**Non-State Tested PreK-2<sup>nd</sup> – \$500**

**Non-State Tested 9-10 Graders – \$450**

**TOTAL - \$3,051**

### Part 2 – Attendance (20% weight)

Ms. Smith's attendance rate must be equal to or greater than 90% for all students on average in order to receive bonus pay for attendance for that quarter.

If attendance is 90% or above on average for all students per quarter, then:

- 21 students were enrolled for all 4 quarters (\$50/student)
- 4 students enrolled 3 quarters (\$66.67/student)
- 6 students enrolled 2 quarters (\$100/student)
- 1 student enrolled 1 quarter (\$200/student)

#### Quarter 1 payout –

For quarter 1, the average attendance rate was 92.1%, which is greater than the required 90%. Therefore, she will earn the full attendance bonus amount for the 1<sup>st</sup> quarter (only for students enrolled at the time of the 1<sup>st</sup> quarter).

For Ms. Smith, 1 student named Jim, was enrolled for the 1<sup>st</sup>, 2<sup>nd</sup>, and 4<sup>th</sup> quarters – 3 quarters total. The resulting payout is determined based on the quarters enrolled. The total potential payout for a student enrolled in 4 quarters is \$200. For a student who was not enrolled all 4 quarters, like Jim, who was only enrolled in 3 quarters out of 4 - the calculation for Jim for first quarter is  $\$200/3 \text{ quarters} = \$66.67$

There were 21 students enrolled in all 4 quarters with Ms. Smith; therefore, the bonus calculation for these students for quarter 1 is:

$21 \text{ students} \times (\$200/4 \text{ quarters}) = 21 \text{ students} \times \$50 = \$1,050$

**Now let's add Jim**

**Total payout -  $\$1,050 + \$66.67 = \$1,116.67$**

**Quarter 2 payout** – Ms. Smith's attendance rate was 88.6% - this is lower than the required 90%. Therefore, Ms. Smith does not receive Attendance bonus pay for this quarter.

**Total payout for Attendance for Quarter 2 – \$0**

**Quarter 3 payout** – Ms. Smith's attendance rate was 81.5% - this is lower than the required 90%. Therefore, Ms. Smith does not receive Attendance bonus pay for this quarter.

**Total payout for Attendance for Quarter 3 – \$0**

**Quarter 4 payout** – Ms. Smith's attendance rate was 94.7% - this is equal to or higher than the required 90%. Therefore, Ms. Smith does receive Attendance bonus pay for this quarter. This is how her student average attendance rate bonus will be calculated:

1 student was enrolled for only 1 quarter – the 4<sup>th</sup> quarter. Therefore, the payout for this student for this 4<sup>th</sup> quarter is  $\$200/1 \text{ quarter} = \$200$

6 students were enrolled for only 2 quarters:

$6 \text{ students} \times (\$200/2 \text{ quarters}) = 6 \text{ students} \times \$100 = \$600$

4 students were enrolled for only 3 quarters:

$4 \text{ students} \times (\$200/3 \text{ quarters}) = 4 \text{ students} \times \$66.67 = \$266.68$

$21 \text{ students} \times (\$200/4 \text{ quarters}) = 21 \text{ students} \times \$50 = \$1,050$

**Total payout for Attendance for Quarter 4 – \$2,116.67**

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**Total Attendance Payout for Year -**

**Quarter 1 – \$1,116.67**

**Quarter 2 – \$0 (did not meet 90% average attendance requirement)**

**Quarter 3 – \$0 (did not meet 90% average attendance requirement)**

**Quarter 4 – \$2,116.67**

**TOTAL - \$3,233.33**

### Part 3 - Academic Performance (45% weight)

There are 2 types of students in this section of the bonus calculation – state-tested and non-state-tested.

**Let's start with non-state tested.**

This includes the following grade levels: PreK-2, 9<sup>th</sup>, 10<sup>th</sup>, 12<sup>th</sup>

Ms. Smith has:

- 1 - PreK student
- 0 - kindergarteners
- 3 - 1<sup>st</sup> graders
- 1 - 2<sup>nd</sup> grader



MAP tested

#### PreK

A PreK student, named Sam, must take the MAP for Math and meet the RIT goal of 139 on the math in order for Ms. Smith to receive bonus pay for Sam's math score. Sam scored 127, and therefore Ms. Smith will not receive bonus pay for Sam's math score.

The same student, Sam, must take the MAP for reading meet the RIT goal of 139 on the Reading portion in order for Ms. Smith to receive bonus pay for Sam's reading score. Sam scored a 142, and therefore Ms. Smith will receive a bonus payout for this student's reading section but not for the math section.

This totals \$450 bonus potential for academic performance for Sam's performance, and each test is worth \$225. Thus, Ms. Smith earns

\$225 reading test x 1 student = \$225

\$0 for math test x 1 student = \$0

Total - \$225

#### 1<sup>st</sup> Graders

The first grade goal is a RIT score of 159 for Math and 159 for Reading. All three 1<sup>st</sup> graders scored at or above 159 for math and reading. Thus, she earns:

\$225 reading test x 3 students = \$675

\$225 math test x 3 students = \$675

Total for 1<sup>st</sup> graders – \$1,350.00

#### 2<sup>nd</sup> Graders

The second grader took the Math MAP test in the Fall and scored 180, which generated a RIT goal requiring the student to grow by 16 points this school year. In the Spring, the student scored a 216 on the Math MAP test, which is a 36 point growth in the same school year, which meets or exceeds the goal listed. Therefore, Ms. Smith will earn \$225 for this student's academic performance in Math.

The second grader took the Reading MAP test in the Fall and scored 171, which generated a RIT goal requiring the student to grow by 15 points this school year. In the Spring, the student scored a 204 on the Reading MAP test, which is a 33 point growth in the same school year, which meets or exceeds the goal listed. Therefore, Ms. Smith will earn \$225 for this student's academic performance in Reading.

Thus, she earns:

\$225 reading academic performance x 1 student = \$225

\$225 math academic performance x 1 student = \$225

Total for 2<sup>nd</sup> graders – \$450

### 9<sup>th</sup> and 10<sup>th</sup> Graders

Ms. Smith has 4 students in 9<sup>th</sup> and 10<sup>th</sup> grades - 2 out of 4 matriculated to the next grade level by June 30<sup>th</sup>. For each student that successfully matriculates (moves up a grade level by June 30<sup>th</sup>), Ms. Smith will earn \$450/student. Thus, she earns:  
 $\$450 \times 2 \text{ students matriculating} = \$900$

### 12<sup>th</sup> Graders

Students in 12<sup>th</sup> grade are different than other students in that much of the bonus potential tied to these students is paid in one lump sum, dependent on only graduation. If the 12<sup>th</sup> grader graduates successfully by June 30, then Ms. Smith will earn \$800 when the retention/graduation payment is made, which will account for [Test Participation](#), [Academic Performance](#) and the [Retention/Graduation](#) portion of the bonus.  
 $\$800 \times 1 \text{ student graduating} = \$800$

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### Now let's discuss state-tested.

This includes Math and Reading state tests for grades 3<sup>rd</sup>-8<sup>th</sup> and the 11<sup>th</sup> grade ACT.

For math state tests for 3<sup>rd</sup>- 8<sup>th</sup> and 11 graders, the overall pass rate must be at or above the state average from the current year or the teacher must show a 5% increase for math from the previous school year.

For reading state tests for 3<sup>rd</sup>- 8<sup>th</sup> and 11 graders, the overall pass rate must be at or above the state average from the current year or the teacher must show a 5% increase for reading from the previous school year.

For Reading Ms. Smith's Reading/ELA pass rate for her non-truant students was 42%. She had 5 passing scores (proficient or advanced) and 7 non-passing scores (limited knowledge and unsatisfactory). The state average was 37%. Therefore, Ms. Smith will be paid the Academic performance portion of the bonus for Reading/ELA.

Ms. Smith has 22 state-test eligible students that ended the year on her roster.

To calculate her Reading/ELA Bonus Payout:

$$42\% \times 22 \text{ students} \times \$225 \text{ Reading/ELA} = \$2,079.00$$

For Math, Ms. Smith's student pass rate was 33% and the state average was 34%. Ms. Smith's previous year pass-rate was 60%. In order to receive a bonus payout, Ms. Smith would have to exceed the state average or increase her own average by 5% or more, which did not occur.

To calculate her Math Bonus Payout:

$$0 \times 22 \text{ students} \times \$225 \text{ Math} = \$0$$

### Total Academic Performance Payout for Year -

PreK – \$225

K - none

1<sup>st</sup> Graders – \$1,350

2<sup>nd</sup> Graders – \$450

9<sup>th</sup> and 10<sup>th</sup> - \$900

12<sup>th</sup> – n/a (\$800--will be paid under the Retention/Graduation Section)

3<sup>rd</sup>-8<sup>th</sup> & 11 Reading/ELA - \$2,079.00

3<sup>rd</sup>-8<sup>th</sup> & 11 Math - \$0

**TOTAL - \$5,004.00**

#### Part 4 - Retention/Graduation (25% weight)

In order for Ms. Smith to earn the retention portion of the bonus, students who are not graduating must be enrolled in Epic for the first 45 days of the following school year. Ms. Smith had 19 out of 31 students enrolled for the first 45 school days of the following year. Thus, for retention she will earn:

$$\$250 \times 19 \text{ students} = \$4,750.00$$

Ms. Smith had one 12<sup>th</sup> grader, who graduated. For graduation, she will earn:

$$\$800 \times 1 \text{ student} = \$800$$

#### Total Retention/Graduation Payout for Year -

**Retention – \$4,750.00**

**Graduation - \$800.00**

**TOTAL - \$5,550.00**

#### Overall Bonus Payout/ Teacher Grade

To calculate the overall teacher grade, you must calculate the total bonus payout for the year. Then, the total payout is divided by the total bonus potential. The percent of the potential payout determines the teacher grade.

For Ms. Smith, the overall bonus payout and teacher grade calculation is as follows:

**Test Participation - \$3,051.00**

**Attendance – \$3,233.33**

**Academic Performance– \$5,004.00**

**Retention/Graduation – \$5,550.00**

**TOTAL Bonus earned - \$16,838.33**

**Total Bonus Potential:**

$$32 \text{ students} \times \$1,000 = \$32,000$$

**Percent of Bonus Earned:**

$$\$16,838.33 / \$32,000 = 53\%$$

**Teacher Grade: C**